**AFSCME Local 88 Management Bargaining Update 2 (5/13/2025)**

The County and the Union last met for bargaining on May 1, 2025. This was the seventh (7th) session and the last one to present new proposals. At that time the Union presented the last of their economic proposals.

Here’s where we are today in brief:

**4** Articles TA’ed (tentative agreement reached)

**14** Articles pending with AFSCME

**10** Articles pending with County

**6** Addenda pending with AFSCME

**10** Addenda pending with County

AFSCME brought the following proposals on May 1:

**Article 26 - General Provisions**

* AFSCME proposed coverage of prescription safety goggles and increased reimbursement for when work exposure leads to bed bug infestation of the home

**Article 29 - Termination**

* AFSCME proposed a 3-year contract and moving the termination date of the contract to April 30th

**NEW Article - Telework**

* AFSCME proposed adding the telework rules that already exist in the Personnel Rules, moving them to the Local 88 Collective Bargaining Agreement, and making substantial changes, including increased stipend for part-time employees, providing administrative leave for when teleworking employees experience a power or internet outage during inclement weather, allowing employees to telework internationally, and having denials and modifications of telework agreements be subject to the grievance procedure

**Addendum A - Pay Ranges**

* AFSCME proposed an across-the-board raise in the first year of the Contract of $11 an hour regardless of current wages, setting a new County minimum wage of $31 an hour

**Addendum B - Lead Worker Assignment**

* AFSCME proposed increasing the lead premium from 12% for all job profiles and eliminating restrictions on the job profiles that may be eligible for the lead premium

**Addendum I - Office of the Sheriff (MCSO)**

* AFSCME proposed limiting shift bids and prohibiting discipline for employees not responding to phones during non-work time

**NEW Addendum - Childcare Services and Assistance**

* AFSCME proposed having the County set up and run a facility to provide free childcare to County employees; if the facility reaches capacity, employees would be reimbursed childcare costs up to $1,600 per month

**NEW Addendum - Joint Commitment to Diversity, Equity, and Inclusion**

* AFSCME proposed having a joint committee to create and evaluate DEI-focused policies (participation on which would be paid a minimum of $40 per hour) and establishing Local 88 participation in developing trainings and other County services

The County has not yet been able to respond to any of AFSCME’s economic proposals but we are working with our Budget office to figure out what it would cost to grant all of the Union’s proposals. We hope that an honest, transparent review of our financial situation will help bring both sides closer for a fair, responsible contract.

Our next bargaining session will be May 15th.